

Supplementary Materials:

Diversity of Physicians in Leadership and Academic Positions in Alberta:
A Cross-sectional Survey

Appendix 1. Survey instrument, truncated.....	2
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Appendix 1. Truncated survey instrument. Includes questions used for analysis in this manuscript.

Questions:

Prioritizing equity, diversity, and inclusion in Alberta's physician workforce is challenged by lack of data on the diversity of our current physician workforce. In order to target areas for change, we would like to understand who is currently working in Alberta and how their work may differ by axes of potential discrimination. Some of the following survey questions ask about sensitive and personal information. This information is important because it will help understand who is represented and who is underrepresented in our physician workforce and in our leadership. Please feel free to answer "Prefer not to answer" or skip any question.

The information collected in this section is intended to understand diversity among physicians in Alberta. This data will be collated and presented in aggregate by independent study team members, and individual-level responses will not be directly reported.

Any data that is so specific as to be potentially identifying will be presented in aggregate only. For example, we may present the data as "There are fewer than ten physician leaders who identify as gay" or "Of the 200 physician leaders, between 30 and 50 reported identifying as a non-visible minority". Comments in free text boxes may be used to clarify your responses to specific questions. Comments in free text boxes may also be reported or published. These comments will be edited to ensure that no identifying details are publicly reported.

Please note that the last question can only be answered on a computer rather than a cell phone.

End of Block: Default Question Block

Start of Block: Demographics

There are 17 questions in this section. These questions ask about your identities and demographics.

This section takes about 4 minutes to complete.

Q1 How old are you?

▼ 20-25 years ... Prefer not to answer

Q2 What year did you graduate from medical school?

▼ Before 1955 ... Prefer not to answer

Q3 Which of the following most closely represents your gender? Please select all that apply.

- Cisgender man (A doctor identified you as 'male' at birth and you identify as a man now)
- Cisgender woman (A doctor identified you as 'female' at birth and you identify as a woman now)
- Transgender man (A doctor identified you as 'female' at birth and you identify as a man now)
- Transgender woman (A doctor identified you as 'male' at birth and you identify as a woman now)
- Non-binary gender (You identify as another gender that is not man or woman)
- Gender diverse (Your gender identity is not well described by conventional genders)
- Two Spirit
- Self-described:
- A gender not listed above
- Unsure
- Prefer not to answer

Display This Question:

If Which of the following most closely represents your gender? Please select all that apply. = Non-binary gender (You identify as another gender that is not man or woman)

Q3.1 You selected that you identify as a non-binary gender. If you'd like, you may use this space to provide more details.

Display This Question:

If Which of the following most closely represents your gender? Please select all that apply. = Gender diverse (Your gender identity is not well described by conventional genders)

Q3.2 You selected that you identify as gender diverse. If you'd like, you may use this space to provide more details.

Display This Question:

If Which of the following most closely represents your gender? Please select all that apply. = A gender not listed above

Q3.4 You selected that you identify as a gender that was not listed. If you'd like, you may use this space to provide more details.

Display This Question:

If Which of the following most closely represents your gender? Please select all that apply. = Unsure

Q3.5 You selected that you are unsure how to report your gender identity. If you'd like, you may use this space to provide more details.

Display This Question:

If Which of the following most closely represents your gender? Please select all that apply. = Transgender man (A doctor identified you as 'female' at birth and you identify as a man now)

Or Which of the following most closely represents your gender? Please select all that apply. = Transgender woman (A doctor identified you as 'male' at birth and you identify as a woman now)

Or Which of the following most closely represents your gender? Please select all that apply. = Non-binary gender (You identify as another gender that is not man or woman)

Or Which of the following most closely represents your gender? Please select all that apply. = Gender diverse (Your gender identity is not well described by conventional genders)

Or Which of the following most closely represents your gender? Please select all that apply. = A gender not listed above

Q4 Who have you shared your gender or gender identity with at work? Please select all that apply.

My physician leader (e.g., Department Head, Division Head, clinical leader, manager)

My physician co-workers

My non-physician co-workers

My patients

I am not open about my gender or gender identity at work

Prefer not to answer

Q5 Are you a member of the LGBTQI2S+ community? (Referring to lesbian, gay, bisexual, transgender, queer, intersex, two-spirited, and/or additional types of sexual diversity?)

- Yes
- Unsure
- No
- Prefer not to answer

Display This Question:

If Are you a member of the LGBTQI2S+ community? (Referring to lesbian, gay, bisexual, transgender, q... = Yes

Q6 Who have you shared your sexual orientation with at your work? Please select all that apply.

- My physician leader (e.g., Department Head, Division Head, clinical leadership)
- My physician co-workers
- My non-physician co-workers
- My patients
- I am not open about my sexual orientation at work
- Prefer not to answer

Q7 Which of the following most closely represents your race and/or your ethnicity? Please select all that apply.

- Black
- Caucasian/White
- First Nation (status)
- First Nation (non-status)
- Hispanic
- Inuit
- Latinx
- Métis
- Middle Eastern or Arabian
- South Asian
- East Asian

- Southeast Asian
- A race and/or ethnicity not listed above
- Prefer not to answer

Display This Question:

If Which of the following most closely represents your race and/or your ethnicity? Please select all... = A race and/or ethnicity not listed above

Q7.1 You indicated that you identify as a race and/or ethnicity that was not listed. If you would like, please use this space to provide more information.

Q8 Were you born in Canada?

- Yes
- Unsure
- No
- Prefer not to answer

Q9 Did you complete medical school and residency training in Canada? (not including fellowships or post-graduate degrees)

- Yes
- No
- Prefer not to answer

Q10 How do you define your ability, other ability, or disability status? We are interested in this identification regardless of whether you typically request accommodations for a disability. Please select all that apply.

- A sensory impairment (e.g., vision and/or hearing)
- A learning disability (e.g., attention deficit hyperactivity disorder, dyslexia)
- A long-term medical illness (e.g., epilepsy, cystic fibrosis)
- A mobility or functional impairment (e.g., use of a wheelchair)
- A mental health disorder (e.g., depression)
- A temporary impairment due to illness or injury (e.g., a broken ankle)
- A disability, other ability, or impairment not listed above (Please describe: with free text box)
- I do not identify with a disability, other ability, or impairment
- Prefer not to answer

Display This Question:

If How do you define your ability, other ability, or disability status? We are interested in this id... = A disability, other ability, or impairment not listed above (Please describe: with free text box)

Q10.1 You indicated that you identify with a disability, other ability, or impairment that was not listed. Please use this space to provide more information.

Q11 Do you consider yourself a member of a **visible** minority group? A visible minority group means that someone seeing you for the first time could discriminate against you based on your appearance.

- Yes
- Unsure
- No
- Prefer not to answer

Display This Question:

If Do you consider yourself a member of a visible minority group? A visible minority group means tha... = Yes
Or Do you consider yourself a member of a visible minority group? A visible minority group means tha... = Unsure

Q11.1 You indicated that you identify as a visible minority. If you wish, you may provide more information.

Q12 Do you consider yourself a member of a **non-visible** minority group? A non-visible minority group means that you belong to a group that experiences discrimination, but a person seeing you for the first time may not easily notice that you belong to this group.

- Yes
- Unsure
- No
- Prefer not to answer

Display This Question:

If Do you consider yourself a member of a non-visible minority group? A non-visible minority group m... = Yes

Or Do you consider yourself a member of a non-visible minority group? A non-visible minority group m... = Unsure

Q12.1 You indicated that you identify as a non-visible minority. If you wish, you may provide more information.

Q13 Do you provide care to a dependent? For example, to a child, parent, other family member, or person with a disability?

- Yes
- No
- Prefer not to answer

Q14 Were you in the first generation of your family to attend university or college? This means that your parents or caregivers, grandparents, aunts and uncles did not attend university or college.

- Yes
- Unsure
- No
- Prefer not to answer

Display This Question:

If Were you in the first generation of your family to attend university or college? This means that... = Unsure

Or Were you in the first generation of your family to attend university or college? This means that... = No

Or Were you in the first generation of your family to attend university or college? This means that... = Prefer not to answer

Q15 Were you in the first generation of your family to attend medical school? This means that your parents or caregivers, grandparents, aunts and uncles did not attend medical school.

- Yes
- Unsure
- No
- Prefer not to answer

Q16 We are interested in your socioeconomic status in childhood.

The following questions are about your upbringing and refer to the people who were your legal parents or guardians.

The questions ask about "first" and "second" guardian but it does not matter which guardian you answer for for each question.

What is the highest level of education that your first guardian completed?

- Did not finish high school
- Graduated from high school
- Attended college or university but did not finish a degree
- Completed a technical diploma
- Completed a Bachelor's degree
- Completed a Master's degree
- Completed a Doctoral or Professional degree (e.g., a medical or law degree)
- Unsure
- Prefer not to answer

Q17 What is the highest level of education that your second guardian completed?

- Did not finish high school
- Graduated from high school
- Attended college or university but did not complete a degree
- Completed a technical diploma
- Completed a Bachelor's degree
- Completed a Master's degree
- Completed a Doctoral or Professional degree (such as a medical or law degree)
- Unsure
- I did not have a second guardian
- Prefer not to answer

End of Block: Demographics

Start of Block: Workplace Characteristics

This section contains questions about your work setting. The number of questions depends on your answers. This section takes about 4 minutes to complete.

Q18 What is your discipline of practice?

- Family Medicine
- Medical Discipline
- Surgical Discipline
- Other
- Prefer not to answer

Display This Question:

If What is your discipline of practice? = Medical Discipline

Q19 Which medical discipline do you practice?

▼ Anatomical pathology ... Prefer not to answer

Display This Question:

If Which medical discipline do you practice? = A medical discipline that is not listed

Q19.1 You have indicated that your medical discipline is not listed. Please provide your medical discipline.

Display This Question:

If Which medical discipline do you practice? = Internal medicine

Q20 Which internal medicine specialty do you practice?

▼ Allergy and Immunology ... Prefer not to answer

Display This Question:

If Which medical discipline do you practice? = Pediatrics

Q21 Which pediatric specialty do you practice?

▼ Adolescent Medicine ... Prefer not to answer

Display This Question:

If What is your discipline of practice? = Surgical Discipline

Q22 Which surgical discipline do you practice?

▼ Cardiac surgery ... Prefer not to answer

Display This Question:

If Which surgical discipline do you practice? = Surgical discipline not listed

Q22.1 You indicated that your surgical discipline is not listed. Please provide your surgical discipline.

Display This Question:

If What is your discipline of practice? = Other

Q23 What specialty or discipline do you practice?

Q24 Which setting(s) do you practice in? Please select all that apply.

These settings are defined by AHS.

- Metro hospital (population >500,000; Calgary or Edmonton)
- Urban hospital (population 25,000-499,999; Grand Prairie, Fort McMurray, Red Deer, Lethbridge, Medicine Hat)
- Large rural centre (population 10,000 to 24,999; Brooks, Canmore, Wetaskiwin, Camrose, Lloydminster, Cold Lake)
- Rural area (population
- Remote area (greater than 200 km from a metro or urban centre)
- A setting not listed
- Prefer not to answer

Display This Question:

If Which setting(s) do you practice in? Please select all that apply. These settings are defined by... = A setting not listed

Q24.1 You indicated that your practice setting is not listed. Please describe it here:

Q25 What type of setting(s) do you practice in? Please select all that apply.

- Hospital
- Outpatient clinic
- Primary Care Network
- Non-clinical administrative role
- Practice setting not described
- Prefer not to answer

Q26 Is your primary setting publicly funded or privately funded?

- Publicly funded
- Privately owned
- I work in both settings
- Prefer not to answer

Q27 How many years have you been independently practicing medicine, not including residency or fellowship training?

- < 5 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- Longer than 25 years
- Prefer not to answer

Q28 Are you primarily affiliated with the University of Alberta or University of Calgary?

- Yes, the University of Alberta
- Yes, the University of Calgary
- Unsure
- No
- Prefer not to answer

Q29.1 Please write in your Department:

Display This Question:
If Are you primarily affiliated with the University of Alberta or University of Calgary? = Yes, the University of Calgary

Q30 Which Department(s) are you currently a member of? Please select all that apply.

- Anesthesiology, Perioperative and Pain Medicine
- Cardiac Sciences
- Clinical Neurosciences
- Community Health Sciences
- Critical Care Medicine
- Emergency Medicine
- Family Medicine
- Medical Genetics
- Medicine
- Obstetrics and Gynecology
- Oncology
- Pediatrics
- Pathology and Laboratory Medicine
- Psychiatry
- Radiology
- Surgery
- A Department not listed
- Prefer not to answer

Display This Question:
If Which Department(s) are you currently a member of? Please select all that apply. = A Department not listed

Q30.1 Please write in your Department here:

End of Block: Workplace Characteristics

Start of Block: Block 3

Q31 What is your **current** faculty rank?

- Clinical scholar
- Clinical lecturer
- Clinical assistant professor
- Clinical associate professor
- Clinical professor
- Assistant professor
- Associate professor
- Professor
- A faculty rank that is not listed
- Unsure
- Prefer not to answer

Display This Question:

If What is your current faculty rank? = A faculty rank that is not listed

Q31.1 Please write in your faculty rank:

Q32 What was your **initial** faculty rank in your first year of work?

- Clinical scholar
- Clinical lecturer
- Clinical assistant professor
- Clinical associate professor
- Clinical professor
- Assistant professor
- Associate professor
- Professor
- A faculty rank that is not listed
- Unsure
- Prefer not to answer

Display This Question:

If What was your initial faculty rank in your first year of work? = A faculty rank that is not listed

Q32.1 Please write in your initial faculty rank:

Q33 How many years did you spend in your **initial** faculty rank? If you are currently still in your initial faculty rank, please chose the amount of time you have been in this role.

▼ <1 year .. . Prefer not to answer

Q34 Have you even been told (explicitly or implicitly) **not to apply** for a promotion in faculty rank, including switching from a clinical to research career path?

- Yes
- Unsure
- No
- Prefer not to answer

Display This Question:

*If Have you even been told (explicitly or implicitly) not to apply for a promotion in faculty rank,... = Yes
Or Have you even been told (explicitly or implicitly) not to apply for a promotion in faculty rank,... = Unsure*

Q34.1 Please provide more details (optional).

Q35 Have you even been told (explicitly or implicitly) **to apply** for a promotion in faculty rank, including switching from a clinical to research career path?

- Yes
- Unsure
- No
- Prefer not to answer
- No

Q36 Have you ever applied for a promotion in faculty rank and **not** been successful?

- Yes
- Unsure
- No
- I have never applied for promotion
- Prefer not to answer

Q37 What is your method of clinical income? Please select all that apply.

- Fee-for-service
- Clinical alternative remunerative plan (cARP)
- Academic medicine and health services program (AMHSP)
- Clinical stipend
- Blended capitation
- Sessional model
- Remuneration model not listed
- Unsure
- Prefer not to answer

Display This Question:

If What is your method of clinical income? Please select all that apply. = Remuneration model not listed

Q37.1 Please describe your remuneration model:

Q38 Do you currently work with medical students or residents?

- Yes
- No
- Prefer not to answer

Display This Question:

If Do you currently work with medical students or residents? = Yes

Q39 In what capacity do you work with medical students or residents? Please select all that apply.

- Direct research supervision
- Direct clinical supervision
- Formalized teaching (e.g., a numbered course)
- Informal teaching
- Research committee
- Education committee
- Other _____

End of Block:

Start of Block: Leadership

Start of Block: Leadership

Q40 Do you current hold any leadership roles as a physician?

- Yes
- No
- Prefer not to answer

This section asks questions about your leadership roles. We ask 7 questions for each leadership role that you have.

Q41 When did you start your **first** leadership role?

- Within the first two years of practice
- 2-5 years into practice
- 6-10 years into practice
- > 11 years into practice
- Prefer not to answer

Q42 How many leadership roles do you currently hold?

▼ 1 ... 6 or more

Q43 For the current leadership role that you spend the most of your time on:

What care pillar best describes this role?

- Clinical
- Education
- Research
- Administration
- Other (Please describe) _____
- Unsure (Please describe) _____
- Prefer not to answer

Q44 For the current leadership role that you spend the most amount of your time on:

What organization does this role fall under? Please select all that apply.

- A university
- Alberta Health Services
- Alberta Health Services and a University
- My division (e.g., site lead)
- My department (e.g., division lead)
- My hospital service group (e.g., scheduler)
- My outpatient clinic (e.g., clinic manager)
- Unsure _____

Q45 For the current leadership role that you spend most of your time on:

What full-time equivalent (FTE) is **officially associated** with this role? A 1.0 FTE is defined as 50 hours per week for 46 weeks of the year.

▼ 0 ... Prefer not to answer

Q46 For the leadership role that you spend the most time on:
What percentage of the time do you exceed the allocated FTE in order to complete the associated leadership tasks or activities?

- Never
- < 10%
- 10-25%
- 26-50%
- 51-75%
- Always
- Prefer not to answer

Q47 For the leadership role that you spend the most amount of your time on:

How is this work remunerated?

- Uncompensated
- Honorarium
- Clinical alternative remunerative plan (cARP)
- Academic medicine and health services program (AMHSP)
- Leadership stipend
- Remuneration model not listed. Please describe _____
- Unsure. Please describe: _____
- Prefer not to answer

End of Block: Leadership

Start of Block: Second leadership role

Start of Block: Block 9
